

## Child Welfare Provider Training Academy

Effective November 2008 through June 2009

<b>Contract Deliverables:</b>	<p>The Contractor shall develop and deliver training and related services in accordance with the defined performance expectations as set below.</p> <p>Develop an infrastructure for the Child Welfare Provider Training Academy. At a minimum, the Contractor shall:</p> <ul style="list-style-type: none"><li>• Contract with and/or hire qualified staff for the Training Academy.</li><li>• Appoint a child welfare provider training committee that includes both Coalition and non Coalition members, Department staff, and other stakeholders.</li><li>• Research training needs on what front line staff need to improve outcomes for children through input from the training committee and through a series of questionnaires provided to staff and Juvenile Court Judges.</li><li>• Survey staff and other stakeholders to determine training needs with the joint training committee.</li><li>• Purchase necessary training equipment upon pre approval by the Department. The purchased equipment becomes property of the Department, and if the Contract is terminated, the equipment will be returned to the Department.</li><li>• Research web-based training as a course delivery method to determine whether this type of training would be effective and affordable.</li><li>• Survey staff retention for direct line staff as a baseline.</li></ul> <p>Provide accessible, relevant, skill based training using evidence-based models to address identified needs. The Contractor shall:</p> <ul style="list-style-type: none"><li>• Develop a Training Plan.</li><li>• Deliver statewide training in Des Moines, Iowa four times and deliver training two times in each of the eight service delivery areas across the State of Iowa.</li><li>• Ensure that the training will be congruent with the Department's Model of Practice and the CFSR outcomes.</li><li>• Ensure that the training will be coordinated with the Department's training committee, the joint training committee, and other training efforts.</li><li>• Develop a base curriculum for new worker and ongoing training for child welfare provider staff.</li><li>• Communicate course availability to all child welfare providers.</li><li>• Be responsible for the enrollment of participants and the logistics of course sessions.</li><li>• Track course and individual participation.</li><li>• Arrange for CEU (Continuing Education Unit) credit for eligible determined courses to personnel attending courses.</li></ul> <p>Develop and revise, as necessary, course evaluation forms.</p> <p>Utilize course evaluations as follows:</p> <ul style="list-style-type: none"><li>• Distribute and compile evaluations from class participants and provide analysis.</li><li>• Make revisions to course content and training curriculum, assigned trainer and the trainer's instructional methods, based on the evaluation results.</li></ul>
-------------------------------	---